



2012 BOROUGH OF DUMONT ORDINANCE

MEMBERS	AYE	NAY	ABSTAIN	ABSENT
BROPHY	✓			
CARRICK	✓			
FREEMAN				✓
HAYES	✓			
STYLIANOU	✓			
ZAMECHANSKY	✓			
MAYOR KELLY				
TOTALS	5			1

Ordinance No.	1449 (2 nd revision)
Date:	December 18, 2012
Page:	1 of 6
Subject:	Police Promotion Policy
Purpose:	Amendment
Dollar Amount:	
Prepared By:	Gregg Paster, Esq.

Offered by:
Seconded by:

Carrick
Zamechansky

Certified as a true copy of an Ordinance Adopted on 2nd Reading by the Governing Body of the Borough of Dumont on the above date at a Public Meeting by:

Susan Connelly, RMC, Municipal Clerk
Borough of Dumont, Bergen County, New Jersey

AMENDING CHAPTER 75 POLICE DEPARTMENT, SECTION 9 OF THE DUMONT CODE

WHEREAS, the Mayor and Council have been requested by the Chief of Police and the Police Benevolent Association to revise the police department promotion policy in order to streamline the process to address a pressing need for supervisory personnel; and

WHEREAS, the Mayor and Council now seek to accommodate that request by eliminating the requirement for a written examination to evaluate candidates for police promotions; and

WHEREAS, it is necessary to amend this section of Chapter 75 of the Borough Code governing the required process for police promotions.

NOW THEREFORE, BE IT HEREBY ORDAINED by the Mayor and Council of the Borough of Dumont, in the County of Bergen and State of New Jersey, that Chapter 75 PERSONNEL POLICIES of the Borough of Dumont Code shall be amended as hereinafter provided:

Chapter 75-9 Promotions be and hereby is repealed in its entirety.

In place of existing section 75-9, the following provisions and sections shall replace the existing Code, new **75-9 Promotions**:

A. Promotions to Sergeant, Lieutenant and Captain.

(1) Promotion of any member or officer of the Police Department to a Sergeant, Lieutenant or Captain shall be made from the membership of the Department. Due consideration shall be given to the member or officer so proposed for the promotion to the length and merit of his/her service and preference shall be given according to seniority in service. Consideration shall also be given to the recommendations of the Chief of Police. No person shall be eligible for promotion to be a superior officer unless he/she shall have previously served as a patrol person for at least six years in the Department. A resident shall be appointed rather than a nonresident in any instance in which the resident and the nonresident achieve the same final average score in any test which may be given for promotion. This preference shall not, however, diminish, reduce, or affect any preference granted to veterans pursuant to any other provision of law.

(a) The selection process for the promotion of candidates to the position of Sergeant, Lieutenant and Captain shall be comprised of the following components with corresponding weights:

[1] Seniority: 20%.

[2] Education: 10%.

[3] Promotional evaluation: 30%.

[4] Chief of Police recommendations: 40%. If there is no Chief of Police at the time the promotions are being considered, the acting officer in charge will assume this responsibility.

(b) The above-stated components shall be defined and ranked as follows:

[1] Seniority. Candidates shall be ranked against competing candidates based upon seniority. Seniority shall be computed as the quotient of the number of months of service as a sworn law enforcement officer to the Borough of Dumont and the number of months of service as defined above of the longest serving officer eligible for the particular promotion being sought. The result shall be multiplied by 20 to reach the percentage achieved by each candidate for Seniority.

- [2] Education. Candidates shall be competitively evaluated and ranked based upon the level of education attained. Ranking shall be as follows:
 - [a] High school diploma/GED: one point.
 - [b] College-Less than 60 credits: two points.
 - [c] Associate's degree or in excess of 60 credits accumulated towards a bachelor's degree: four points.
 - [d] Bachelor's degree: six points.
 - [e] Master's degree: eight points.
 - [f] United States Military service resulting in Honorable Discharge: four points, in addition to existing civilian educational achievement.
- [3] Promotional evaluation.
 - [a] Candidates shall be competitively evaluated on their merit in a promotional evaluation process consisting of the following:
 - [i] The personnel files, including but not limited to job evaluation, disciplinary record, commendations and attendance.
 - [ii] An oral interview conducted by the Mayor and Council and/or their designees, which shall consider the following:
 - [A] Comprehensive and presentation skills in oral communications.
 - [B] Maturity in judgment.
 - [C] Interest in law enforcement.
 - [D] Evidence of supervisory ability.
 - [E] Demonstrate knowledge and understanding of the Borough, including the physical and demographics thereof, as well as an understanding of the operations of the Borough government including the interaction of the various departments thereof.
 - [F] Knowledge and understanding of supervisory practices, departmental rules, regulation, policies and procedures.
- [4] Consideration, constituting a value of 40% of the total evaluation process shall also be given to the recommendations by the Chief of Police. The Chief's ranking shall be scored based upon the quotient of the Chief's ranking of the candidates from lowest to

highest, divided by the number of candidates, multiplied by 40.
Candidate ranked 1 is lowest ranked.

(2) Promotions shall be granted in the order of the highest cumulative-value of all components. In the event members of the police force receive the same total value, preference shall be given to seniority, and a resident shall be appointed rather than a nonresident.

B. Promotion to Chief of Police.

(1) The position of Chief of Police is hereby declared to be an executive and managerial position, and promotion to the office of Chief of Police shall be in accordance with Subsection A above where appropriate and in addition the Mayor and Council in examining the merit and length of service of an applicant, due consideration shall be given to the managerial and executive abilities.

(a) The selection process for the managerial position of Chief of Police shall be comprised of the following components with corresponding weights:

- [1] Seniority: 20%.
- [2] Oral evaluation: 50%.
- [3] Existing Chief recommendation: 20%.
- [4] Education: 10%.

(b) The above-stated components shall be defined and ranked as follows:

[1] Seniority. Candidates shall be ranked against competing candidates based upon seniority. Seniority shall be computed as the quotient of the number of months of service as a sworn law enforcement officer to the Borough of Dumont and the number of months of service as defined above of the longest serving officer eligible for the particular promotion being sought. The result shall be multiplied by 20 to reach the percentage achieved by each candidate for Seniority.

[2] Oral evaluation.

[a] The personnel files, including but not limited to job evaluations, disciplinary, record, commendations and attendance.

[b] An oral interview conducted by the Mayor and Council which shall consider the following:

- [i] Comprehension and presentation skills in oral communications.
- [ii] Maturity in judgment.
- [iii] General knowledge of current departmental operations.
- [iv] Management capabilities.
- [v] Ability to solve problems through creative concepts.

- [3] Existing Chief recommendation.
The existing/outgoing Chief of Police shall make a recommendation for his/her replacement based upon a ranking in order of the candidates. The recommendation shall be the quotient of the ranking, 1 being lowest, divided by the number of candidates, and multiplied by 20 to derive the value of the recommendation. If there is no Chief of Police due to death, disability, dismissal or resignation, then the Oral Evaluation shall be weighted to account for 70% of the score.
- [4] Education. Candidates shall be competitively evaluated and ranked based upon the level of education attained: Ranking shall be as follows:
 - [a] High school diploma/GED: one point.
 - [b] College-less than 60 credits: two points.
 - [c] Associate's degree or in excess of 60 credits accumulated towards a bachelor's degree: four points.
 - [d] Bachelor's degree: six points.
 - [e] Master's degree: eight points.
 - [f] United States Military service resulting in Honorable Discharge: four points, in addition to existing civilian educational achievement.

(2) The Mayor and Council shall promote the employee who demonstrates the greatest overall strength and ability to function in a managerial capacity. In the event members of the police force receive the same total value, preference shall be given to seniority, and a resident shall be appointed rather than a nonresident.

C. Promotions to ranks length of service. Promotions to the following ranks will require the following years of continuous service as a Police Officer in the Dumont Police Department.

- (1) Chief of Police: 15 years.
- (2) Captain: 15 years.
- (3) Lieutenant: 12 years.
- (4) Sergeant: 6 years.

D. Detective Bureau assignments. The Detective Bureau of the Borough of Dumont shall be composed as officers signed to said bureau by the Chief. The position of detective within the department shall not be considered a promotion but only a temporary alignment made by the Chief. It is considered a lateral move, and as such an individual may be transferred into the detective bureau or out of the detective bureau at any time.